REPORT RESUMES

SUMMARY OF SABBATICAL LEAVE POLICIES REPORTED BY CALIFORNIA SCHOOL DISTRICTS 1966-1967.
BY- GORDON, GARFORD G.
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THE CALIFORNIA EDUCATION CODE SPECIFIES THE CONDITIONS UNDER WHICH SCHOOL DISTRICTS MAY GRANT SABBATICAL LEAVES TO THEIR CERTIFICATED PERSONNEL. THE CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS AND THE RESEARCH DEPARTMENT OF THE CALIFORNIA TEACHERS ASSOCIATION ANALYZED REPORTS OF POLICIES AND PRACTICES IN 746 DISTRICTS REPRESENTING 94.3 PERCENT OF THE STATE'S AVERAGE DAILY ATTENDANCE. INFORMATION TABULATED BY DISTRICT AND IN SUMMARY FORM INCLUDED (1) LIMITATIONS ON THE NUMBER OF LEAVES WHICH MAY BE GRANTED, (2) NUMBER OF LEAVES ACTUALLY GRANTED, (3) REQUIREMENTS FOR POSTING OF BONDS, (4) METHOD OF APPLICATION, (5) INFORMATION REQUIRED IN APPLICATION, (6) PURPOSES FOR WHICH LEAVES MAY BE GRANTED, AND (7) REQUIREMENT OF EVIDENCE THAT THE PURPOSES HAVE BEEN ACCOMPLISHED. (WO)



Summary of Sabbatical Leave Policies Reported by California School Districts 1966-1967

CALIFORNIA TEACHERS ASSOCIATION CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS

BULLETIN
210
OCTOBER
1967



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SUMMARY OF SABBATICAL LEAVE POLICIES

Reported by

CALIFORNIA SCHOOL DISTRICTS

1966-1967

Sponsored by

Research Department
CALIFORNIA TEACHERS ASSOCIATION

and the

CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS

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October, 1967

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INTRODUCTION

DEFINITION OF SABBATICAL LEAVE. A sabbatical leave is a leave given to personnel to permit them to up-date and improve their qualifications for their jobs. These leaves are usually granted to academic personnel but they may be given to holders of non-teaching professional positions. Although a sabbatical leave may not be compensated, almost all institutions do so. Such leaves are given only after a considerable period of service, traditionally seven years. Usually there is an additional requirement or obligation for a minimum period of service in the position held after completion of the leave.

LEGAL PROVISIONS IN CALIFORNIA. It is propable that California school districts could grant the equivalent of sabbatical leaves on the basis of Education Code Section 13454. If this were done, the length of service required, the amount of compensation, and the conditions to be fulfilled after the conclusion of the leave would be entirely within the discretion of the district. The only requirement would be that some benefit to the district could be shown to occur so that payment during the leave would not constitute a gift of public funds. However, the Research Department has not received any reports of districts granting sabbatical leaves or their equivalent under this provision of the Code.

When sabbatical leaves are granted they appear always to be under authority of Education Code Sections 13457-13461. These set forth the conditions which must be fulfilled by the individual before being given a leave, the methods and conditions of payment for the leave, and requirements for service subsequent to the leave. Leaves are restricted to once every seven years commencing after seven years of service in a district. Payment may be made during the leave or in two lump sum payments after the leave. Salary may not be less than the difference between the individual's regular salary and that of his substitute, but may range upward to full salary for his position. In general, the governing board of a district has a number of options in setting up a sabbatical leave policy under these Code provisions.

The study reported in this <u>Bulletin</u> was based upon the possibilities open to districts under the provision of the <u>Education Code</u>. To enable the reader to have ready reference to these, the relevant Sections of the <u>Code</u> are quoted below:

13457. The governing board of any school district may grant any employee of the district employed in a position requiring certification qualifications, a leave of absence for not to exceed one year for the purpose of permitting study or travel by the employee which will benefit the schools and pupils of the district. The governing board may provide that such a leave of absence be taken in separate six-month periods rather than for a continuous one-year period, provided that the leave of absence for both of the separate six-month periods shall be commenced and completed within a three-year period. Any period of service by the individual intervening between the two separate six-month periods of the leave of absence shall comprise a part of the service required for a subsequent such leave of absence.



If any leave of absence commenced upon within three years prior to the effective date of the amendments to this section adopted at the 1961 Regular Session of the Legislature was taken in one or more separate periods of less than one year, the period of service intervening between such separate periods shall comprise a part of the service required for a subsequent such leave of absence.

13458. No leave of absence shall be granted to any employee under Section 13457 who has not rendered service to the district for at least seven consecutive years preceding the granting of the leave, and not more than one such leave of absence shall be granted in each seven-year period. The governing board granting the leave of absence may, subject to the rules and regulations of the State Board of Education, prescribe the standards of service which shall entitle the employee to the leave of absence. No absence from the service of the district under a leave of absence, other than a leave of absence granted pursuant to Section 13457, granted by the governing board of the district shall be deemed a break in the continuity of service required by this section, and the period of such absence shall not be included as service in computing the seven consecutive years of service required by this section. Service under a national recognized fellowship or foundation approved by the State Board of Education, for a period of not more than one year, for research, teaching or lecturing shall not be deemed a break in continuity of service and the period of such absence shall be included in computing the seven consecutive years of service required by this section.

13459. Every employee granted a leave of absence pursuant to Section 13457 may be required to perform such services during the leave as the governing board of the district, with the approval of the county superintendent of schools, and the employee may agree upon in writing, and the employee shall receive such compensation during the period of the leave as the governing board, with the approval of said county superintendent, and the employee may agree upon in writing, which compensation shall be not less than the difference between the salary of the employee on leave and the salary of a substitute employee in the position which the employee held prior to the granting of the leave. However, in lieu of such difference, the board may pay one-half of the salary of the employee on leave or any additional amount up to and including the full salary of the employee on leave.

13460. Compensation granted by the governing board to the employee on leave may be paid in two equal annual installments during the first two years of service rendered in the employ of the governing board following the return of the



employee from the leave of absence. The compensation shall be paid the employee while on the leave of absence in the same manner as if the employee were teaching in the district, upon the furnishing by the employee of a suitable bond indemnifying the governing board of the district against loss in the event that the employee fails to render at least two years' service in the employ of the governing board following the return of the employee from the leave of absence. The bond shall be exonerated in event the failure of the employee to return and render two years' service is caused by the death or physical or mental disability of the employee. If the governing board finds and by resolution declares that the interests of the district will be protected by the written agreement of the employee to return to the service of the district and render at least two years' service therein following his return from the leave, the governing board in its discretion may waive the furnishing of the bond and pay the employee on leave in the same manner as though a bond is furnished.

13461. Where one governing board serves as the governing board of two or more separate districts, an employee may fulfill the service requirements provided in Section 13458 or in 13460, or both, by service in any one or more of the districts under the jurisdiction of such governing board. At the opcion of the governing board the provisions of this section may apply in whole or in part to service rendered prior to October 1, 1949.

SOURCE OF INFORMATION. In the Spring of 1967 a joint study of personnel policies and practices was made by the California Association of School Administrators and the Research Department of the California Teachers Association. Policies and practices with respect to sabbatical leaves were included. Reports were received from 746 districts representing 94.3 percent of the average daily attendance of California. This Research Bulletin summarizes these reports.

To aid in comparative studies of policies, districts are grouped by size ranges according to A.D.A. These are as follows:

10,000 A.D.A. and over 91 districts reporting

1,000 to 9,999 A.D.A. 383 districts reporting

Under 1,000 A.D.A. 272 districts reporting

To facilitate study and comparison of sabbatical leave policies on a regional basis, appendices are included which contain the individual policies of districts, grouped by CTA Sections.



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SUMMARY OF SABBATICAL LEAVE POLICIES Reported by CALIFORNIA SCHOOL DISTRICTS 1966-1967

TABLE I
METHOD OF APPLICATION

| | Average Daily Attendance of Districts | | | | | | | | | | | | | | |
|-----------------------|---------------------------------------|----------|--------|----------|-------------|----------|--|--|--|--|--|--|--|--|--|
| METHOD | 10,000 | & Over | 1,000 | to 9,999 | Under 1,000 | | | | | | | | | | |
| | Number | *Percent | Number | *Percent | Number | *Percent | | | | | | | | | |
| Written request | 72 | 79.1 | 213 | 55.6 | 69 | 25.4 | | | | | | | | | |
| Letter of Application | 24 | 26.4 | 70 | 18.3 | 11 | 4.0 | | | | | | | | | |
| 0ral | 2 | 2.2 | 1 | 0.3 | 12 | 4.4 | | | | | | | | | |
| Other | 2 | 2.2 | 0 | 0.0 | 1 | 0.4 | | | | | | | | | |
| | | | | | | | | | | | | | | | |

^{*}Of districts reporting in designated size range

TABLE II

ITEMS REQUESTED IN APPLICATION FOR SABBATICAL LEAVE

| | Ave | Average Daily Attendance of Districts | | | | | | | | | | | | | |
|-------------------|--------|---------------------------------------|--------|----------|--------|----------|--|--|--|--|--|--|--|--|--|
| ITEMS | 10,000 | & Over | 1,000 | to 9,999 | Unde | r 1,000 | | | | | | | | | |
| | Number | *Percent | Number | *Percent | Number | *Percent | | | | | | | | | |
| Itinerary | 71 | 78.0 | 165 | 43.1 | 38 | 14.0 | | | | | | | | | |
| Program of Study | 77 | 84.6 | 206 | 53.8 | 48 | 17.6 | | | | | | | | | |
| Outcomes Expected | 74 | 81.3 | 174 | 45.4 | 39 | 14.3 | | | | | | | | | |
| Other | 3 | 3.3 | 12 | 3.1 | 2 | 0.7 | | | | | | | | | |
| | | | | | | | | | | | | | | | |

^{*}Of districts reporting in designated size range



TABLE III
PURPOSES FOR WHICH SABBATICAL LEAVES ARE GRANTED

| | Ave | rage Daily | Attenda | nce of Dist | ricts | |
|---------|--------|------------|---------|-------------|----------|----------|
| PURPOSE | 10,000 | & Over | 1,000 | to 9,999 | Under | 1,000 |
| | Number | *Percent | Number | *Percent | Number | *Percent |
| Travel | 75 | 82.4 | 178 | 46.5 | 32 | 11.8 |
| Study | 84 | 92.3 | 238 | 62.1 | 58 | 21.3 |
| Other | 10 | 11.0 | 32 | 8.4 | 2 | 0.7 |
| | | | | | <u> </u> | |

*Of districts reporting in designated size range

TABLE IV

EVIDENCE REQUIRED WHEN RETURNING

FROM SABBATICAL LEAVES

| | Ave | rage Daily | Attenda | nce of Dist | ricts | |
|----------------------|---------|--------------|----------|--------------|----------|--------------|
| EVIDENCE | 10,000 | & Over | 1,000 | to 9,999 | Under | 1,000 |
| | Number | *Percent | Number | *Percent | Number | *Percent |
| Transcript | 65 | 71.4 | 145 | 37.9 | 35 | 12.9 13.2 |
| Written Reports | 78 | 85.7 | 183 | 47.8 13.1 | 36 13 | 4.8 |
| Written Statements | 13 | 14.3 17.6 | 50 53 | 13.8 | 22 | 8.1 |
| Oral Report Other | 16 6 | 6.6 | 5 | 1.3 | 4 | 1.5 |
| | | | | | | |

*Of districts reporting in designated size range



TABLE V
REMUNERATION FOR SABBATICAL LEAVES

| METHOD | Ave | rage Daily | Attenda | nce of Dis | tricts | |
|-----------------------------|--------|------------|---------|------------|--------|----------|
| | 10,000 | & Over | 1,000 | to 9,999 | Under | 1,000 |
| | Number | *Percent | Number | *Percent | Number | *Percent |
| Full year at Half Salary | 70 | 76.9 | 178 | 46.5 | 29 | 10.7 |
| Full year at Full Salary | 1 | 1.1 | 2 | 0.5 | 1 | 0.4 |
| Half year at Half Salary | 34 | 37.4 | 52 | 13.6 | 2 | 0.7 |
| Half year at Full Salary | 9 | 9.9 | 34 | 8.9 | 3 | 1.1 |
| Other | 15 | 16.5 | 50 | 13.1 | 10 | 3.7 |
| | | | | | | |

*Of districts reporting in designated size range

Limitations on Leaves

In those districts reporting limitations on the number of leaves which may be granted, the two most common methods reported were either a fixed percentage of the staff or a fixed number of staff members.

In districts of 10,000 ADA and over, 55 districts (60.4%) reported using the percentage method. In these districts the percents ranged from 1 percent to 8 percent with 31 of the districts reporting a 1 percent. Thirty-two districts in this size range (35.2%) set a maximum on the number of staff members who could be on leave. These ranged from one to 28 staff members with a median of eight.

One hundred nineteen districts in the 1,000 to 9,999 ADA range (31.1%) used the percentage method for determining the maximum number of staff members that could be on sabbatical leave at one time. The range was 1 percent to 22 percent with a mean of 2 percent. Forty-five districts used this maximum of 2 percent. In this ADA level, 77 districts (20.1%) set a maximum on the number of persons on leave, ranging from 1 to 9 persons with a median of 2 persons.



In the smaller districts under 1,000 ADA only 18 districts (6.6%) set percentages, ranging from 1 percent to 25 percent with a median of 4 percent of staff members on sabbatical leave at any one time. Sixteen of these small districts (6.0%) reported fixed maximums of persons permitted to be on leave. Fourteen districts reported this to be one person and two districts reported two persons.

It was reported by 14 of the districts over 10,000 ADA that their fixed maximums had been reached during the last three years. Thirty-four districts with 1,000 to 9,999 ADA had reached their maximumx during that time, and only six districts under 1,000 ADA had reached their limit during the last three school years.

Number of Staff Members on Sabbatical Leaves

The number of staff members who were actually on sabbatical leave in each of the past three school years 1964-65, 1965-66, and 1966-67 are reported in Table VI.

TABLE VI
NUMBER OF STAFF MEMBERS ON SABBATICAL LEAVES

| YEAR | Districts 10,000 ADA and Over | Districts 1,000- 9,999 ADA | Districts under 1,000 ADA | Total |
|-----------|----------------------------------|-------------------------------|---------------------------|-------|
| 1964-1965 | 781* (56 districts) | 207 (100 districts) | 3 (3 districts) | 991 |
| 1965-1966 | 864* (60 districts) | 267 (113 districts) | 4 (4 districts) | 1135 |
| 1966-1967 | 1037* (61 districts) | 331 (115 districts) | 7 (7 districts) | 1375 |
| Total | 2682 | 805 | 14 | 3501 |

^{*}Included in these figures are 535 teachers from Los Angeles City Schools in 1964-65, 579 teachers in 1965-66, and 659 Los Angeles City teachers in 1966-67.



Requirements for Posting Bonds for Sabbatical Leaves

The Education Code (Sec. 13460) states that compensation granted by the governing board to the employee on leave may be paid in two equal annual installments during the first two years of service rendered in the employ of the governing board following the return of the employee from the leave of absence. The compensation shall be paid the employee while on the leave of absence in the same manner as if the employee were teaching in the district, upon the furnishing by the employee of a suitable bond indemnifying the governing board of the district against loss in the event that the employee fails to render at least two years' service in the employ of the governing board following the return of the employee from the leave of absence. The bond shall be exonerated in the event the failure of the employee to return and render two years' service is caused by the death or physical or mental disability of the employee. If the governing board finds and by resolution declares that the interests of the district will be protected by the written agreement of the employee to return to the service of the district and render at least two years' service therein following his return from the leave, the governing board in its discretion may waive the furnishing of the bond and pay the employee on leave in the same manner as though the bond is furnished.

In districts of 10,000 ADA and over responding to this survey, 54 (59.3%) required the posting of a bond. In two of these districts the bond was paid for by the district. One hundred nineteen districts (31.1%) with 1,000 to 9,999 ADA required a bond to be posted. Three of these districts paid for the bond. Only 12 districts with under 1,000 ADA (4.4%) required a bond and in none of these districts was the bond paid for by the district.



A P P E N D I C E S

SUMMARY OF SABBATICAL LEAVE POLICIES

Reported by

INDIVIDUAL CALIFORNIA SCHOOL DISTRICTS



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|---|-----------------------------|--------------------|-----------------------|------|-----------|------------------|------------------|---------------------|----|------------------|------------------|-------|-------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-67 | Written Reguest | Letter of Application | 0ra1 | Other | | ĭ | Outcome Expected | | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| Acalanes High Alameda Unified Albany Unified Alum Rock Analy High | 5 4 3 | x x x x | | ж | | x x x | x x x x | x x x x | x | x x x x | x x x x | × | x x | x x x | x x x | | |
| Antioch Unified Belmont Benicia Unified Berkeley Unified Brentwood | 2 x 8 | x x x x | ж | | | x x x x | x x x | x x x | x | x x x x | x x x x | | x x x | x x x | ж | x | ж |
| Brisbane Burlingame Cabrillo Unified Campbell High Castro Valley Unified | 3 x | x x x | x | | | x | x x x | x x x | | x x x | x x x x | | x x x | x x x x | х | | x |
| Cloverdale Cloverdale High Columbia-Tuolumne Co. Contra Costa J. C. Cupertino | 30 6 | x x x x | x | | | x | x x x | x x x | | x x | 1 | 1 | x x x | x | 1 | | |
| Dixie East Side High Empire Fairfax-Marin Co. Foothill J. C. | 2 5 1 17 | x x x x | x | | | x | x x x x | x x x | | x | × | | x | x | x | x | |
| Fremont Unified Fremont High Gavilan J. C. Guerneville Hayward Unified | 4 5 1 7 | x x x | | | | x | x x x x | x x x | | x | x x x | | x | x | | x | |
| Healdsburg Healdsburg High Hickman Jefferson-San Mateo Co. | _ | x x | | × | ncat As . | x x | x x | | | x x | x | | X X | × | | | |



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|--|---------------------------|--------------------|--------------------------|------|-------------|-------------|---------------------|---------------------|----------|-------------|------------------|-------|-------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964- | Written Request | Letter of Application | Oral | Other | Itinerary | Program of Study | Outcome Experted | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Renort | Other |
| Jefferson High Kentfield Lafayette-Contra Costa Co. Laguna Salada Larkspur | 9 1 6 | x | x x x | | | x x | х х х | x x x | | x x x | х х х х | × | x x x | x | × | x x | |
| Las Lomitas Liberty High Lincoln Unified Los Altos Los Gatos | 1 1 2 6 3 | x x x | ж | | | x x x | x x x x | x x | | x x x | x x x x | | x x | x x x | × | x | |
| Los Gatos High Manteca Marin J. C. Martinez Unified Menlo Park | 4 8 | x x x | x x | | | x | x | × | | x x x | x x x x | x | × | x x x | | x | |
| Middletown Unified Millbrae Milpitas Modesto Elem. & High Moreland | 5 3 | x x x | x | | | x x x | x x x | x x x | | x x x | x x x | | × | x x x | ж | x | |
| Mount Diablo Unified Mount Pleasant Mt. View-Santa Clara Co. Mt. View-Los Altos High Napa Valley Unified | 6 1 5 13 | x x x x | | | | x x x | x x x x | х х х х | | x x x | x x x x | | x x x | x x x x | | | |
| Napa J. C. New Haven Unified Newark Unified Novato Unified Oak Grove-Santa Clara Co. | 2 | ж ж ж | x | | | × | x x x x | x x x | | ж | x x x x | × | x x x | x | ж | | |
| Oakdale Oakland Unified Old Adobe Palo Alto Unified | 19 1 45 | x x x | x | | க்•ிலா⊌ வி. | x | × | × | o cri.n∈ | x | x x x | x | x x | × | | × | |



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|--|------------------------------------|------------------|--------------------------|------|--|------------------|---------------------|---------------------|-------|------------------|------------------|-------|-----------------------|------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964- | 1 6166 | Letter of Application | Oral | Other | Itinerary | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written | Written Statement | Oral Report | Other |
| Peralta J. C. Petaluma Elem. & High Piedmont Unified Pittsburg Unified Portola Valley | 19 5 2 1 | x x x x | | | | x x | x x x | x x x | | x x | x x x | ж | x x | x x x | x | | |
| Ravenswood Redwood City Reed Ross San Anselmo | 2 8 ¹ 3 1 3 | x x x | x x | х | | x x x x | x x x x | x x x x | x | x x x x | x x x x | x | x x x x x | x x x | x | x | |
| San Bruno Park San Francisco Unified San Francisco J. C. San Joaquin Delta J. C. San Jose Unified | 3 290 35 4 13 | x | x | | | x x x | x x x | x x | | x x x x | x x x x | x | x x x | x x x x | | | |
| San Jose J. C. San Leandro Unified San Lorenzo Unified San Mateo San Mateo High | 18 7 8 39 | x x x | x | | | x x x | x x x x | x x x | | x x x x | x x x x | | x | x | | | |
| San Mateo J. C. San Rafael Elem. & High San Ramon Valley Unified Santa Clara Unified Santa Rosa Elem. & High | 22 3 10 3 | x x x | × | | | x x x x | x x x x | x x x x | | x x x | x | | x x | x | × | x | x |
| Sonoma J. C. Saratoga Sequoia High Solano J. C. Sonoma Valley Unified | 16 20 1 | x | x x | | | x x | x x | x x x | | x | x | | x x x | × | | x | x |
| Stockton Unified Sunnyvale Tamalpais High Tracy Elem. & High | 22 6 10 | x | x | | ************************************** | x | x x x | x | | x x x | x | | X X X | : 2 | | x | |



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|--|-----------------------------|-------------|--------------------------|------|-------|-------------|---------------------|---------------------|------------------|-------------|------------------|-------|-------------|-------------------|-------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-67 | Written | Letter of Application | Oral | Other | | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written | Oral Report | Other |
| Turlock Elem. & High Twain Harte-Long Barn Union-Santa Clara Co. Upper Lake High Vallejo Unified | 5 2 11 | x x x | x | | | x | x x x | x x x | | x x x | x x x x | x | x x x | x x x | ж | x x | |
| Walnut Creek Whisman Woods Yosemite J. C. | 6 | x x x | x | | | x x x | x x x | x | | x | x | | x | x | | | |
| | | | | | | | | | , | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | 653 | | |
| \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | W. 2006 | | e de la constante | | | 2 | · Cr Cu· | f y G two | . Da 6 . Ja / Da | | | | 2 | | | | |



1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| Ma C C - CONTRACT TO A C CONTRACT OF THE CONTR | Full Leav | Year | Half Leav | Year | | ВО | N D | LIMIT | ATIONS | ions in Years |
|--|------------------|--------|----------------|-------------|-------------|-------------|---------------------|-----------------------|----------------------------------|---------------------|
| DISTRICT | Half Salary | Full p | Half Salary | Full galary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max Number of Leaves | 1 4-2 |
| Acalanes High Alameda Unified Albany Unified Alum Rock Analy High | x | | | | x x | x | | 5 2 3 | | |
| Antioch Unified Belmont Benicia Unified Berkeley Unified Brentwood | x x | | x | | x | | | 2 5 2 5 6 | | |
| Brisbane Burlingame Cabrillo Unified Campbell High Castro Valley Unified | x x x x | | | x | ж | x x x | | 3 1 1 | 2 |) * |
| Cloverdale High Columbia(Tuolumne Co.) Contra Costa J.C. Cupertino Dixie | x x | | | x x | ж ж ж | x | ж | 5 3 2 | 1 | ж |
| East Side High Empire Fairfax (Marin Co.) Foothill College Fremont Unified | x x x | | | | x x | x x x | | 5 2 | 2 | |
| Fremont High Gavilan College Hayward Unified Healdsburg Healdsburg High | x x | | x | x | x x | x x x | | 1 1 | 3 11 2 2 | |
| Jefferson(San Mateo Co.) Jefferson High Kentfield Lafayette(Contra Costa) Laguna-Salada | x x x x | | x | x | | x x x | | 5 2 | 1 6 | ж |
| Larkspur | Α. | | A | | x | | 0 | 3 | 2 | |



1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 1.2 DISTRICT POLICIE | Full | Year | | Year | | во | N D | • | ATIONS | |
|---|--------------------|--------|-------------------|-----------|-------|-------------|---------------------|------------------------|-----------------------------|--|
| DISTRICT | Half Salary a | Full p | Half Salary as | Full pars | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitation Reached in Last 3 Yea |
| Las Lomitas Liberty High | x x | | | | x | | | 1 10 | 1 | x |
| Lincoln Unified Los Altos Los Gatos High | x x | | ж | | | x | | 2 | | ж |
| Los Gatos Manteca Marin J.C. | x x | | x | ж | | × | | 2 5 | 2 | |
| Martinez Unified Menlo Park | x x | | | | | x | | | 3 | |
| Middletown Unified Millbrae Milpitas | x x x | | x x | x | | x | ж | 5 2 3 3 | 1 3 1 | |
| Modesto Elem. & High Moreland | x | | × | | | × | | | | |
| Mount Diablo Unified Mount Pleasant Mt. View(Santa ClaraCo Mt. View-Los Altos Hig Napa Valley Unified | x x) x x | | | x | | x x | | 10 2 3 3 2 | 5 12 | x |
| Napa J.C. New Haven Unified | x x | | x | | | x | | 4 | | |
| Newark Unified Novato Unified Oak Grove(Santa Clara) | x | | | | × | | | 3 3 | 1 | |
| Oakdale Oakland Unified Old Adobe | × | | x | | × | x x | | 1 | 1 | |
| Palo Atto Unified Peralta J.C. | x | | x | x | x | | | 3 | | × |
| Petaluma Elem. & High Piedmont Unified Pittsburg Unified Portola Valley | x x x | | x | | × | x x x | | 1 4 | 2 | |
| Ravenswood | x | • | | | | | | 2 | 4 | 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 |



1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 1.2 BIBIRIOI TODIOI2 | P . | Year | Half | 1 | | во | N D | | ATIONS | ions in Years |
|--|---------------|------------|-------------------|--------|-------|----------|---------------------|---------------------|-----------------------------------|--|
| DISTRICT | Half Salary a | Full B | Half Salary as | Full p | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitations Reached in Last 3 Year |
| Redwood City | x | | ж | | | x x | x | 1 | | x |
| Reed Ross | ж | | ж | | x | ^ | | | 1 | x |
| San Anselmo | ж | | ж | | | x | | 3 | 2 2 | x |
| San Bruno | ж | | | | | - | | | | |
| San Francisco Unified | ж | | | x x | × | | | 2 2 | | x |
| San Francisco J.C. San Joaquin Delta J.C. | ж | | x | | ^ | x | | 5 | 7 9 | |
| San Jose Unified | x x | | | | x | | | 4 | 9 | x |
| San Jose J.C. | ^ | | | | - | | | , | 5 | |
| San Leandro Unified San Lorenzo Unified | x x | | х | | | x | | 1 | | |
| San Mateo | х | | | ж | | x | | | | |
| San Mateo High San Mateo J.C. | x | | x | x | x | | | 3 | | |
| | | | | | | x | | 4 | | |
| San Rafael Elem. & Hig San Ramon Valley Unif. | | x | | х | | | | | | |
| Santa Clara Unified | x | | | x | х | x | | 1 1 | 10 | |
| Santa Rosa Elem. & Hig Sonoma J.C. | x | | | × | | - | | ,5 | | х |
| Comptees | x | | | | | | | 2 | 2 | |
| Saratoga Sequoia High | - | | | | x | x | ж | 3 5 | 20 | |
| Solano College Sonoma Valley Unified | x | | | х | | x | | 5 | 3 | |
| Stockton Unified | x | | | | | x | | | 8 | x |
| Sunnyvale | × | | | | | | | 2 | 9 | |
| Tamalpais High | x | | x | | | x | | 2 | 2 | |
| Tracy Elem. & High Turlock Elem. & High | x | | | | x | | | | | |
| Twain Harte-Long Barn | | | | | х | x | | | | |
| Union (Santa Clara Co | .) x | | x | | | | | 1 7 | | |
| Vallejo Unified | | | | | ж | x | | 7 | 2 | |
| Walnut Creek Whisman | x | | | | 1 | | | 2 | | |
| Yosemite J.C. | ж | | | x | | | ! | | | х |
| | | <u>. i</u> | ! .i | _i | |] | | | <u>:</u> _ | <u> </u> |



1.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965–66 | 1966-67 |
|--------------------------------|---------|------------------|---------|
| Acalanes High | - | 2 | 3 |
| Alameda Unified | - | 1 1 | 3 2 |
| Analy High | - | 1 | |
| Antioch Unified | 1 | 1 2 | 4 |
| Berkeley Unified | 2 | 2 | 4 |
| Burlingame | 1 | 1 | 1 |
| Cloverdale High | _ | _ | 1 |
| Contra Costa J.C. | 7 | 9 | 14 |
| Cupertino | 1 | 4 | 1 |
| Dixie | - | 1 | 1 |
| Total Cida High | 1 | 2 | 2 |
| East Side High | _ | _ | 1 |
| Fairfax(Marin Co.) | _ | 9 | 8 |
| Foothill J.C. | | 2 | 2 |
| Fremont Unified | 1 | 2 | 2 |
| Fremont High | 1 | 2 | 2 |
| Guerneville | _ | - | 1 |
| Hayward Unified | 3 | 1 | 3 |
| Jefferson (San Mateo Co.) | _ | - | |
| Jefferson High | _ | - | 9 |
| Lafayette (Contra Costa Co.) | 1 | - | |
| Laguna-Salada | _ | 2 | 4 |
| Las Lomitas | _ | - | 1 |
| Liberty High | _ | 1 | _ |
| Lincoln Unified | _ | _ | 2 |
| Los Altos | _ | 2 | 4 |
| LOS AILOS | | _ | |
| Los Gatos | 1 | 1 | 1 |
| Los Gatos High | 2 2 | 2 | - |
| Marin J.C. | 2 | 3 | 3 |
| Millbrae | 1 | 2 3 2 1 | 2 |
| Milpitas | 1 | 1 | 1 |
| Nount Dighla | 2 | 2 | 2 |
| Mount Diablo | | _ | 1 |
| Mountain View(Santa Clara Co.) | 1 | _ | 4 |
| Mt. View-Los Altos High | 1 | 5 | 7 |
| Napa Valley Unified | 1 2 | 1 | |
| Napa J.C. | | | |
| Novato Unified | _ | 1 | 1 |
| Oakland Unified | 3 | 8 | 8 |
| Old Adobe | - | - | 1 |
| Palo Alto Unified | 14 | 10 | 21 |
| Peralta J.C. | 2 | 2 | 15 |



1.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965-66 | 1966–67 |
|--|---------|---------|---------|
| Petaluma Unified Piedmont Unified Pittsburg Unified Ravenswood Redwood City | 1 | 1 | 3 |
| | - | 1 | 1 |
| | - | 1 | - |
| | 1 | 1 | - |
| | - | 5 | 4 |
| Reed | 1 | 1 | 1 |
| Ross | - | - | 1 |
| San Anselmo | 1 | 1 | 1 |
| San Bruno Park | 2 | 1 | - |
| San Francisco Unified | 94 | 93 | 103 |
| San Francisco J.C. San Joaquin Delta J.C. San Jose Unified San Jose J.C. San Leandro Unified | 12 | 14 | 9 |
| | - | 2 | 2 |
| | 2 | 3 | 9 |
| | 5 | 6 | 7 |
| | 2 | 2 | 3 |
| San Lorenzo Unified San Mateo High San Mateo J.C. San Rafael Unified Santa Clara Unified | - | 4 | 4 |
| | 15 | 13 | 11 |
| | 5 | 8 | 9 |
| | 1 | 1 | 1 |
| | 2 | 5 | 3 |
| Santa Rosa Unified Sonoma J.C. Sequoia High Solano J.C. Stockton Unified | 3 | - | - |
| | 5 | 5 | 6 |
| | 6 | 6 | 8 |
| | - | 1 | - |
| | 7 | 8 | 7 |
| Sunnyvale Tamalpais High Turlock Unified Union (Santa Clara Co.) Vallejo Unified | 1 | 2 | 3 |
| | 3 | 3 | 4 |
| | 2 | 1 | 2 |
| | 1 | - | 1 |
| | 3 | 3 | 5 |
| Whisman Yosemite J.C. | 1 2 | 1 | 3 |



| Z.I DISTRICT P | 29- | | LIC | ATI | ON | | | IATI REL | | PU | R P O | SES | | REQ EVI | | | |
|---|----------------------------|------------------|-----------------------|------|-------|------------------|------------------|---------------------|-----|-------------|---------------------------------------|--------|-------------|-------------------|---------|----------------|--------|
| DISTRICT | Number of Leaves 1964-6 | ten | Letter of Application | Ural | Other | Y. | OF. | Outcome Expected | | Travel | Study | Other | Transcript | Written Report | Written | Oral Renort | Other |
| Atwater Bass Lake Big Creek Chawanakee China Lake | | x | ж ж ж | ж | | x | x | x x | | x x x | x x x x | | x | x x x | | x | |
| Clovis Unified Coalinga Unified Coalinga J. C. Cutler-Orosi Unified Delano High | 1 3 1 | x x x x | | | | x x x x | x x x | x | | x x x | x x x | | x x x | x | x | x | |
| Delhi Di Giorgio Dos Palos High Exeter High Fowler Unified | 2 | x x x | x x | x | | x x x x | x x x x | x x x | | x | × | | x x x | × | | х | x |
| Fresno Unified Hanford High Kerman High Kern High Kern J. C. | 20 2 54 19 | x x x | 1 | | | x x x x | x x x | x | | x x x | x x x | | 2 2 | x x | | | |
| Kings Canyon Unified Kit Carson Lemoore High Lerdo Lindsay Unified | | x x x | | x | | X X | 1 | × | | 2 2 | x x x x x x x x x x x x x x x x x x x | | | K 3 | 2 | 1 | K K |
| Madera Unified Merced High Merced J. C. Midway Monson-Sultana | 9 | x x x | | | | 2 2 2 | ж к к | x x | | | K 2 | 2 | | | K Z | x x | × |
| Muroc Unified Oak Valley Oro Loma Pacific-Fresno Co. | | X X X | | | | | K 2 | ς ς 3 | - 1 | | | x x | | ŀ | x x | x | x |



| 29 | API | PLICA | ATI | ON | | | | | PU | RPO | SES | 1 | | | | |
|--------------|------------------------|---|---|--|-------------------|---|--|--|------------------------------|---|--|---|--|--|--------------------------------------|--|
| | Written Request | Letter of Application | Urai | Other | Itinerary | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| 3 x | x x x | | | | ж | x | x x | | x | x x x x | | x x x | x | x | x x | |
| 1 1 11 | x x x | x | | | x x | x x | x x | | x x x | x x x x | | x x x | x x x | | x | |
| 2 3 | x x x | x | | | x x | x x x | x x x | | x x | x x x | | x x | x x | x | | |
| | x | | | | x | x | x | | | x | | x | x | ж | | |
| | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| | 3 x 1 1 11 | Number of Sequest Number of Sequest Sequest | Number of Section 1964-6 Number of Section 1964-6 Number of Section 1964-6 Section 1964-6 Section 1964-6 Section 1964-6 | Number of September of Septembe | Number Number S | Number of Number of Leaves 1964-67 X X X X X X X X X X X X X X X X X X X | Number of Number of Itanes 1964-67 Number of Sequest Seques | Number of Number of Number of States 1964-67 Number of States 1964-67 | Number of Leaves 1964-6 X | Number of Leaves 1964-67 X X X X X X X X X X X X X X X X X X X | Number of Leaves 1964-67 Number of Leaves 1964-67 1 | Number of Leaves 194-67-64-64-64-64-64-64-64-64-64-64-64-64-64- | Number of the transcript of th | Number of feet | Number of Leaves 1964-67 Continue | Number of fedges 1964-67 Number of fedges 1964-67 Number of fedges 196 |



2.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| Z.Z DISIRICI FOLICIE | Ful1 | Year | 5 | Year | | ВО | N D | | ATIONS | ns ars |
|---|-------------------|--------|-----------------|------------------|--------|----------|---------------------|---------------------|-----------------------------------|---|
| DISTRICT | Half Salary ea | Full p | Half Salary ear | Full pull Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitations Reached in Last 3 Years |
| Bass Lake Chawanakee China Lake | x x | x | | | | x | | | | |
| Clovis Unified | | | | | х | ж | | | 4 | |
| Coalinga Unified Coalinga J.C. Delano High | x | | x | x | x | ж | | | · | |
| Dos Palos High Fowler Unified | x | | | | | | | | 1 | ж |
| Fresno Unified Hanford High | × | | | | x | x | | 8 | 7 | ж |
| Kerman High Kern High Kern J.C. | x x | | | | ж | x | | | | |
| Kings Canyon Unified Lemoore High | | | | | ж ж | | | | | |
| Lerdo Madera Unified Merced High | x x | | | | х | × | | 10 2 2 | 1 7 5 | |
| Merced J.C. | x | | | | | | | 2 7 | | × |
| Midway Monson-Sultana Muroc Unified | x | | | | | × | | 2 | | • |
| Oro Loma | x | | | | x | | | 1 | 1 | |
| Pacific (Fresno Co.) Pixley Plainsburg | | | | | x x | | , | 1 | | |
| Porterville Porterville High | × | | | | x | ж | | 2 | | x |
| Reef-Sunset Sequoia J.C. | x x | | | | | x | | 2 | 1 2 2 | |
| Sierra High State Center J.C. Strathmore High | x x x | | | × | | × | | 5 | 1 | |
| Taft | ж | | ! | | | × | | | 2 | |



2.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| | | Year | | Year | | B O | N D | LIMIT | ATIONS | S I |
|--|--|----------------|----------------|----------------|-------|----------|---------------------|---------------------|-----------------------------------|--|
| | Leave | e at | Leave | at | | - | 1.1 | Lu | ax. | tions 1 in Years |
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitations Reached in Last 3 Year |
| Taft High Tranquillity High Wasco High Woodlake High | Hander Ha | Fu Fu | Ha Sa | X X Sa | .0 | X Re | Per Di | 3 | 1 2 | X R |



2.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965-66 | 1966-67 |
|---|----------------------------|----------------------------|-----------------------|
| Clovis Unified Coalinga Unified Coalinga J.C. Dos Palos High Fresno Unified | - | - | 1 |
| | 1 | 1 | 1 |
| | 1 | - | - |
| | 1 | 1 | - |
| | 6 | 7 | 7 |
| Hanford High | 1 | 1 | - |
| Kern High | 20 | 18 | 16 |
| Kern J.C. | 7 | 3 | 9 |
| Merced High | 3 | 3 | 3 |
| Midway | - | 1 | - |
| Porterville High Sequoias J.C. Sierra High State Center J.C. Taft Taft High | 2 1 2 3 1 1 | 1 - - 4 1 1 | - - 4 - 1 |



3.0 CENTRAL COAST SECTION

| | 67 | API | PLIC | AT] | ON | | ORI ZQU | | ON | PU | RPO | SES | | REQ EVI | | | |
|--|-----------------------------|--------------------|--------------------------|------|-------|-------------|--|---------------------|-------|-------------|------------------|-------|-------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-67 | Written Reguest | Letter of Application | Oral | Other | | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Renort | Other |
| Cabrillo J. C. Carmel Unified Gonzales Hartnell J. C. Hollister | 4 8 6 | x x x | x x x | | | x x | x x | x x | | x x x | x x x | x | x | x x x | x | x | |
| King City Monterey Peninsula Unified Monterey Peninsula J. C. North Monterey County North County | 11 17 | x x x | x | | | x x x | x x x | x x x | | x x x | x x x | | x x x | x x x | x | x x | |
| Pacific Grove Unified Salinas Salinas High San Benito High San Lorenzo Valley Uniïied | 3 2 1 | x x x x | x | | | x | x x x | x x x | ж | x | x x x x | x | x | x | | x | |
| San Luis Coastal Unified Santa Cruz Elem. & High Soquel Templeton Unified | 11 3 | x | x | | | х | x | x | | x | x x | | x | x | | | |
| | | | | | | | ************************************** | | | | a San Bankara | | 5 | | | | |



3.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 3.2 DISTRICT POLICIE | · | Year | Half Leave | Year at | ì | ВО | N D | LIMIT | ATIONS | in Years |
|--|--|----------------|----------------|----------------|-------|-------------|---------------------|---------------------|-----------------------------------|-------------|
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | |
| Cabrillo J.C. Carmel Unified Hartnell J.C. Hollister Monterey Pen. Unif. | x x x | | x x | ж | | x | | 5 5 1 | 3 | ж |
| Monterey Pen. J.C. North Monterey County Pacific Grove Unified Salinas Salinas High | x x x | | ж | ж | ж | x x x | | | | |
| San Benito High San Lorenzo Val. Unif. San Luis Coastal Unif. Santa Cruz El. & High Soquel | | | | | ж | x | | 1 5 | 3 4 | x |
| | | | | | | | | | | |
| | | | | | | | | | | |
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| | To the second se | | | | 0.00 | | | | | |



3.0 CENTRAL COAST SECTION

3.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965–66 | 1966-67 |
|---|---------|---------|---------|
| Cabrillo J.C. Carmel Unified Hartnell J.C. Monterey Peninsula Unified Monterey Peninsula J.C. | - | - | 4 |
| | 3 | 3 | 2 |
| | 2 | 2 | 2 |
| | 5 | 3 | 3 |
| | 5 | 3 | 9 |
| Pacific Grove Unified Salinas High San Lorenzo Valley Unified San Luis Coastal Unified Santa Cruz Unified | 1 | 1 | 1 |
| | - | 2 | - |
| | - | 1 | - |
| | 2 | 3 | 6 |
| | 1 | - | 2 |

4.0 NORTH COAST SECTION

| The state of the s | 67 | APPLICATION | | | MATION IRED | PURPOSES | | REQUIRED EVIDENCE | | | |
|--|-----------------------------|--|---------------|----------------------|------------------------------|--------------------------|------------|----------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-67 | Written Request Letter of Application | Oral Other | Itinerary Program of | Outcome Expected Other | Travel Study Other | Transcript | Written | Written Statement | Oral Report | Other |
| Ferndale Fort Bragg Unified Fortuna Fortuna High Rohnerville | 2 | x x x x | | x x x x x x | x | x x x x x x x x | 2 | | | × | |
| Round Valley Unified Trinidad Ukiah Unified | | x x x | | x x x x | 1 (| x x x | | x | × | × | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | Mean i see state i see | i week h | | 2. 54 | | - S = - | 公海 | and the second | Mark (1995) 2 | |



4.0 NORTH COAST SECTION

4.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 4.2 DISTRICT POLICIE | Full Year Half Year Leave at Leave at | | | BOND | | LIMIT | ATIONS | | | |
|--|--|----------------|----------------|----------------|--------|----------|---------------------|---------------------|-----------------------------------|--|
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | отнек | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitations Reached in Last 3 Year |
| Ferndale Fort Bragg Unified Fortuna Fortuna High Rohnerville | x x | | | | x x | | | 3 | 1 1 1 | x |
| Round Valley Unified Trinidad | x | | | | | | | | 1 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |

4.0 NORTH COAST SECTION

4.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965-66 | 1966-67 |
|-----------------------------------|---------|---------|---------|
| Fort Bragg Unified Rohnerville | 1 - | 1 | - |



| | 67 | AP | PLI | CAT | CON | | | MAT: LREI | | PU | RPO | SES | | REQ EVI | | | |
|--|---------------------------|--------------------|-----|------|-------|-------------|------------------|---------------------|-------|-------------|------------------|-------|-------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964- | Written Request | 46 | Oral | Other | | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| Alturas Davis Unified Dunsmuir Durham Unified East Nicolaus High | 3 | x x x x | | х | | x | x x | x | | x | x x x | | x | x x | х | х | |
| El Dorado High Elk Grove Unified Folsom-Cordova Unified Glenn County High Grant High | 4 3 6 | x x x x | х | | | x | x x x x | x x x | | x x x | x x x x | х | x x x | x x x | x | | |
| Hamilton High Herlong Jackson Unified Lake Tahoe Unified Lassen High | 2 1 | x x x x | | ж | | x | x x x | ж | | x x | x x x | | ж | х | | x | |
| Lee Vining Los Molinos Unified Los Rios J. C. Mammoth Marysville Unified | 14 | x x x | x | | | x x x | x x x | x x x x | | x x x | x x x | | x x | x x x | | x | |
| Millville Mono County High Montgomery Creek Nevada High Orland Elem. & High | | x x x | | х | | x x | x x x | x x | | x | x x x | x | x x | x x x | x | x | |
| Oro Madre Unified Oroville Oroville High Palermo Paradise Unified | 1 | x x x x | | | | x x x | x x x | x x x | | x | x x x | | x | x x x | x | x | |
| Pierce Unified Placer High Placerville Plumas Unified | 2 2 1 | x x x | | | | x | x x x | x x | | x | x x | | x x x | | x | x | |



| | -67 | API | PLIC | ATI | ON | | ORM QU] | | | PU | RPO | SES | | REQ EVI | | | |
|---|----------------------------|--------------------|-----------------------|------|-------|-------------|---------------------|---------------------|-------|-------------|------------------|----------------|-------------|------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-6 | Written Request | Letter of Application | Oral | Other | Itinerary | Program of Study | Outcome Expected | Other | Travel | Study | Other. | Transcript | Written | Written Statement | Oral Report | Other |
| Red Bluff Elem. & High Rio Linda Roseville High Sacramento Unified San Juan Unified | 3 3 11 | x x x | x | х | x | x x x | x x x x | x x x x | | x | x x x x | x | x x x | x | | x | |
| Shasta High Sierra J. C. Washington Unified Western Placer Unified Wheatland | 2 | x x x | x | | | ж ж ж | x x x x | x | | x x x | x x x x | x | x | x | x | | |
| Winters Unified Woodland Unified Yuba J. C. Yuba City Unified | 3 | x | x | | | x | x x x | x x x | | x x | 1 | x | x | x | | X | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | - 2.0 | | can i a zimisc | | & ETANGE | | | |



5.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| CES & 23 ORDEROWS (WHICH COME AN ANALYSIS SEE THE A SECTION OF SEC | 1 | Year | | Year | | ВО | N D | LIMIT | ATIONS | ions in Years |
|--|----------------|----------------|----------------|----------------|--------|--------------|---------------------|---------------------|-----------------------------------|---------------------|
| | Leav | e at | Leave | e at | | | | <u> </u> | of of | ion in Yea |
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | L |
| Davis Unified | x | | | | | | | | | |
| Dunsmuir | x | ļ | | | | | l | | 1 | |
| Durham Unified | x | | | | | | | | | |
| El Dorado High | | | | | х | x | | | | |
| Elk Grove Unified | x | | | | | | | | | |
| Folsom-Cordova Unif. | x | | | | | | | 1 | 4 | |
| Glenn County High | | | İ | | х | | | | | |
| Grant High | x | | | | | | | 1 | 4 | х |
| Hamilton High | | | | | x | | | | | |
| Herlong | x | | | | | | ł | | | |
| Jackson Unified | | | | | x | | | | | |
| Lake Tahoe Unified | x | | | | | x | | 4 | | |
| Los Molinos Unified | | | | | x | | | 1 5 | 1 | |
| Los Rios J.C. | x | | | × | | | |) | | l |
| Manmoth | X | | | | | x | | | | |
| Montgomery Creek | x | | | x | | | 1 | 25 | | |
| Nevada High | x | } | | | | | | 3 | | |
| Orland Elem. & High | | | | | x | x | x | 2 | | |
| Oro Madre Unified | | | } | | x | | | | | |
| Oroville High | | | | | , x | | | | | |
| Palermo | | | ļ | | × | | | 3 | | |
| Paradise Unified | | | | | x | | 1 | | | |
| Placer High | x | | } | | | | | | | |
| Placerville | | 1 | x | | x | x x | | 2 | 3 | |
| Plumas Unified | x | | ^ | | ^ | | | | | |
| Red Bluff Elem. & High | x | | x | | | | | 5 | | 1 |
| Rio Linda | x | | х | | l I | | | 3 | | ł |
| Roseville High | | | | | x | | | 5 | 2 | |
| Sacramento Unified | X | 1 | x | | | | | ' | | |
| San Juan Unified | x | | x | | х | | | | | |
| Shasta High | | | | | x | x | | | | |
| Sierra J.C. | x | | | | } | 11 | | 1 | 2 | х |
| Washington Unified | x | | | | | | | 2 2 | | |
| Western Placer Unified | 11 | | | x | ! | | | 1 2 | | |
| Wheatland | X | Ţ | ! | * | i | | ! | 1 | | ļ |



5.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 5.2 DISTRICT POLICIE | | Year | Half Leave | Year | and the second s | | N D | | ATIONS | ions I in Years |
|---|----------------|----------------|----------------|----------------|--|----------|---------------------|--|-----------------------------------|--|
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitations Reached in Last 3 Year |
| Winters Unified Woodland Yuba College Yuba City Unified | x x Hal | Ful Sal | Ha. Sa. | Fu. Sa. | X X | ж Re | Pa | ад 3 5 | F: Mi III | L R. L |
| | | | | | | | 1. | THE COMMENT OF THE COMMENTS OF | | |



5.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965–66 | 1966–67 |
|---|-----------------------|-----------------------|-----------------------|
| Davis Unified Elk Grove Unified Folsom-Cordova Unified Grant High Jackson Unified | 1 1 1 1 | 1 2 2 1 - | 1 1 - 4 1 |
| Lake Tahoe Unified Los Rios J.C. Oro Madre Unified Oroville High Placer High | 1 - 1 - - | - 6 - 1 1 | - 8 - - 1 |
| Placerville Plumas Unified Rio Linda Roseville High San Juan Unified | - 2 1 3 | 1 - 1 1 2 | 1 1 - 1 6 |
| Sierra J.C. Woodland Unified Yuba J.C. | - - 1 | - - 1 | 2 1 1 |



| 6.1 DISTRICT P | 75 | | LIC | ATI(| ON | | | ATI RED | - 1 | PUI | RPOS | SES | | - | UIR DEN | | | |
|--|-----------------------------|--------------------|-----------------------|------|-------|------------------|---------------------|---------------------|-------|-------------|------------------|-------|-------------|---------|-------------|----------|--------|---|
| DISTRICT | Number of Leaves 1964-67 | 1 212 | Letter of Application | Oral | Other | Itinerary | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written | Written | Oral | Other | |
| ABC Unified Alhambra Elem. & High Allan Hancock J. C. Alpine Alvord Unified | 19 6 | x x x | x | | | x x x | x x x | x x x x | | x x x | x x x x | | x | x x | | x | | |
| Anaheim Anaheim High Antelope Valley High Apple Valley Azusa Unified | 6 1 9 | x x x | x x x | | | x x x x | x x x x | x x x x | × | x x x | x x x | | x x | x | x | | 1 | |
| Baldwin Park Unified Barstow Unified Barstow J. C. Bassett Unified Bear Valley Unified | 2 7 2 5 2 | x x x x | x | | x | x x x x | x x x x | x x x x | x | x x x | x x x x | x | x x x | × | 2 | 2 2 | 1 | |
| Beaumont Unified Bellflower Unified Beverly Hills Unified Bishop Bonita Unified | 18 18 | | x | | | x x x | x x x | x x x | | x x x | x | x | x x | 2 | - 1 | | K K | |
| Borrego Springs Unified Brawley Brea-Olinda Unified Burbank Unific Cajon Valley | 1 16 6 | x x | | | | x | x x | x | | x | x x x | | 2 2 2 | ς : | x x | x | | |
| Calipatria Unified Capistrano Unified Carlsbad Carpinteria Unified Castaic | 2 | 2 x x x x | | | | × | × | x | | X X | : x | | | ĸ | x x | | | x |
| Centinela Valley High Centralia Cerritos J. C. | 15 | x | 1 | | | x x x | : x | : x | . | 2 | c 2 | (x | 11 | x | x x x | ± ≈ _\$€ | | |



| | -67 | API | PLIC | CAT | CON | 1 | FORI EQU | | LON | PU | RPO | SES | 1 | - | UIRI DEN | | |
|---|---------------------------|--------------------|-----------------------|------|-------|------------------|------------------|---------------------|-------|------------------|------------------|-------|-------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964- | Written Reguest | Letter of Application | 0ra1 | Other | | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| Chaffey High Chaffey J.C. Charter Oak Unified Chino Unified Chula Vista | 5 5 3 2 10 | x x x x | | | | x x x | x x x | x x x | | x | x x x x | x | x x | x x x x | | | x |
| Citrus J.C. Claremont Unified Coachella Coachella Valley High Compton | 6 3 1 | x | x | | | x x | x x | x | ж | x x x | x x x x | | x | x | x | x | |
| Compton High Compton J.C. Corona Unified Coronado Unified Culver City Unified | 11 2 9 | x x x x | x | | | x x x | x x | x x | x | x x x x | x x x x | x | x x x | x x x | x | x | |
| Cuyama Del Mar Desert Sands Unified Downey Unified East Whittier | 1 5 | x x x x | | | | x | x x x | x x x | | x x x x | x x x x | | x | x x x x | x | x | |
| El Camino J.C. El Monte High El Rancho Unified El Segundo Unified Elsinore Elem. & High | 29 12 8 5 | x x x | x x x | | | x x x x | x x x x | x x x x | x | x x x x | x x x x | x | x x | x x x x | x | x | x |
| Enterprise City Escondido Fontana Unified Fountain Valley Fullerton | 5 1 2 3 | x x x x | | | | x x x x | x x x x | x x x x | x | x x x | x x x x | | x x x | x | x | x | |
| Fullerton High Garden Grove Unified Garvey Glendale Unified | 4 6 3 24 | x x x | a 223 | | | x x x | x x x | x | | x x x | x x x | | x | × | | | |



6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

| | 67 | API | PLIC | CAT | EON | | FORI EQU | | | PU | RPO | SES | | REQ EVI | | | |
|---|-----------------------------|------------------|--------------------------|------|-------|------------------|---------------------|---------------------|---|------------------|------------------|--------|------------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-6 | Written | Letter of Application | Oral | Other | 1 4 4 1 | Program of Study | Outcome Experted | | Travel | Study | Other. | Transcript | Written Report | Written Statement | Oral Report | Other |
| Glendora Unified Grossmont High Grossmont J. C. Guadalupe Hawthorne | 1 12 6 | x x x x | x | | | x x x x | x x x x | x x x x | | x x x | x x x | | x | x x | x x | ж | |
| Hermosa Beach Holtville Unified Hope (Santa Barbara Co.) Hudson Hueneme | 1 3 1 4 | x x x x | | | | x x x x | x x x x | x x x | | x x x | x x x x | | x x x x | x x x x | | x | |
| Hughes-Elizabeth Lakes Huntington Beach High Imperial Unified Inglewood Unified La Canada Unified | 6 10 | x x x | x | x | | x | x x | x x | × | x x x | x x x | ж | x x x | x x | x | x | |
| La Habra La Mesa-Spring Valley La Puente High Laguna Beach Unified Lawndale | 5 4 1 | x x x | x | | | x | x | x | x | x x x | x x x x | x | x x x | x x x x | × | x | |
| Lemon Grove Lompoc Unified Long Beach Unified Los Angeles Unified Los Angeles J.C. | 2 1 52 1773 130 | x x x | x | | | x x x x | x x x x | x x x x | | x x x x | x x x x | | x x x | x x x x | x | x | |
| Los Nietos Lowell Lynwood Unified Manhattan Beach Menifee | 6 | x | x x x | | | x | x x x x | x | | x | x x x x | x | x x x | x x x x | | x | |
| Monrovia Unified Montebello Unified Morongo Unified Mt. San Antonio J.C. National | 4 13 1 20 2 | x x x | x | | | x x x | x x x | x x x | | x x x | x x x | . 25 | x | x x x | at pate side. | x | |



6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

| | 29 | API | PLIC | ATI | CON | | | IAT: | | PU | RPO | SES | | - | UIR DEN | | |
|--|---------------------------|--------------------|--------------------------|------|--------------|------------------|---------------------|---------------------|-------|------------------|------------------|-------|------------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964- | Written Request | Letter of Application | Oral | Other | | Program of Study | Outcome Expected | Other | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| Needles Unified Newport-Mesa Unified North Orange County J.C. Norwalk-LaMirada Unified Oceanside-Carlsbad High | 1 9 9 | x x x x | x x | | | x x x | x x x x | x x x x | | x x x | x x x x | × | x x x | x x x x | x | x | ж |
| Ojai Unified Orange Unified Orange Coast J.C. Oxnard Oxnard High | 3 1 13 1 9 | x x x | x x x | | | x | x x | x x x | x | x x x | x x x x | x | x | x x x | x | x | |
| Palm Springs Unified Palmdale Palomar J.C. Palos Verdes Peninsula Unif. Paramount Unified | 5 7 6 2 1 | x x | x | | | x | x x x | x x x | | x x x x | x x x x | | x x x | x x x x | | x | |
| Pasadena Unified Pasadena J.C. Perris Perris High Placentia Unified | 42 17 1 2 | x x x | x | | | x x x | x x | x x x | | x x x x | x x x x | | x x x | x x x | x | | |
| Pomona Unified Poway Unified Ramona Unified Redlands Unified Redondo Beach | 10 7 3 | x x x x | x | | | x x x x | x x x x | x x x x | | x x x | x x x | | x x x x | x x x x | × | x | |
| Rialto Unified Rim-of-the-World Unified Riverside Unified Riverside J.C. Rowland | 2 5 1 2 | x x x x | x | | | x | x x x | x x x x | | x | x | | x x x | x | | x | |
| San Bernardino Unified San Bernardino Valley J.C. San Diego Unified San Dieguito High | 10 49 2 | x | × | ž. – | š | × | x | x | | x x x | x | | x | x | × | | |



6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

| 1 | O.1 DISTRICT | | APF | LIC | AT] | ON | | | ATI | | PU | RPO | SES | | | | IRE ENC | | |
|---|--|----------------------------|--------------------|--------------------------|------|-------|-------------------------------|-------------------------|-------------------|----|------------------|------------------|------------------|------------|-------------|------------------|-------------|----------------|-------------|
| | DISTRICT | Number of Leaves 1964-6 | Written Request | Letter of Application | Oral | Other | 7 | Program of Study | | | Travel | Study | Other | Transcript | Written | Report | Statement | Oral Report | Other |
| | San Gabriel San Jacinto Unified San Ysidro Santa Ana Unified & J.C. Santa Barbara Elem. & High | 2 12 4 | x x x | x | | | x x x | x x x | x x x x | | x | x x x x | х | 2 | к : | x x x x | | | |
| | Santa Barbara J.C. Santa Maria Santa Maria High Santa Monica Unified Santa Paula High | 6 1 34 2 | x x x x | x x x | | | x x x x | x x x x | x x | Į. | x x x x | x x x x | | - [1 | - 1 | x x x | x | x | x |
| | Santee Savanna Seal Beach South Bay High South Bay (San Diego Co.) | 11 | x x x | x | | | x x | x x x x | x x x | | × | x x | | | | x x x x | x | x | |
| | South Pasadena Unified Sulphur Springs Sweetwater High Sweetwater J.C. Temple City Unified | 5 3 | x x x x | 1 | | | x x x | | x | | - 11 - | : × | | | x x x | x x x x | | | |
| | Timber Torrance Unified Tustin Tustin High Valle Lindo | 17 3 3 | x x x x | x | | | x x | × | x | | | K 3 | - ! | | x | x | x x x | | |
| | Vallecitos Ventura Unified Ventura J.C. Victor Valley High Vista Unified | 8 2 | 2 | | | | X X X X X | : x : x : x | : x : x | | | x x | x x x | x | x x | x x x | × | s k | |
| | West Covina Unified Whittier Whittier High Wm. S. Hart High Willowbrook | 6 1 11 3 | | K X X | : | | 2 | : 2 | 6 2 6 2 6 3 | | | x x x | x x x x | | x x x | X X X | | | X X X |



| | 67 | AP | PLI | CAT | ON | IN | FORI EQU | (AT) [REI | ON | PU | RPO | SES | | REQ EVI | UIR DEN | ED CE | |
|--------------------------|-----------------------------|---------|--------------------------|------|-------|----|-------------|---------------------|----|--------|-------|-------|------------|-------------------|----------------------|----------------|-------|
| DISTRICT | Number of Leaves 1964-67 | Written | Letter of Application | 0ra1 | Other | , |)£ | Outcome Expected | | Travel | Study | Other | Transcript | Written Report | Written Statement | Oral Report | Other |
| Wiseburn Yucaipa Unified | 1 | x | x | | | | x | | | X | x | | x | x | | | |



6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 6.2 DISTRICT POLICIE | | Year | Half Leave | Year | | ВО | N D | | ATIONS | in Years |
|--|------------------|--------|----------------|----------------|-------|-----------------------|---------------------|-----------------------|-----------------------------------|-------------|
| DISTRICT | Half Salary | Full p | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | |
| ABC Unified Alhambra Elem. & High Allan Hancock J.C. Alvord Unified Anaheim | x x x | | x | x | x | x x | | 1 1 5 1 | 3 | х |
| Anaheim High Antelope Valley High Apple Valley Azusa Unified Baldwin Park Unified | x x x x | | x | | x | x x x | | 1 2 3 1 3 | 13 | |
| Barstow Unified Barstow College Bassett Unified Bear Valley Unified Beaumont Unified | x x x | | x | | x | x x x x x | | 2 5 2 1 | 8 1 | x |
| Bellflower Unified Beverly Hills Unified Bonita Unified Borrego Springs Unif. Brawley | x x x | | x x x | | | X X X | | 2 2 2 2 1 | 2 | |
| Brea-Olinda Unified Burbank Unified Cajon Valley Calipatria Unified Capistrano Unified | x x x x | | | | x | x | | 1 10 2 | 1 4 5 | x |
| Carlsbad Carpinteria Unified Castaic Centinela Valley High Centralia | x x x x | | x | | | x x x | | 3 1 2 | 5 | x |
| Cerritos J.C. Chaffey High Chaffey J.C. Charter Oak Unified Chino Unified | x x x | | | x | x | y x | | 5 3 1 | 9 3 | x |



6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| | Full Leave | Year | Half Leave | Year | | ВО | N D | | ATIONS | in Years |
|------------------------------------|----------------|----------------|----------------|----------------|-------|----------|---------------------|--|-----------------------------------|-------------|
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | 1.1 1 |
| Chula Vista | x | | x | | | x | | 3 | | |
| Citrus J.C. Claremont Unified | x | | | х | | x | | 2 | 6 | x |
| Coachella | x | | | | | x | | | | |
| Coachella Valley High | | | | | | | | | 2 | |
| Compton | | | | | x | ж | | | | |
| Compton High | × | • | x | | | x | İ | 2 4 | 4 | |
| Compton J.C. Corona Unified | x | | х | ļ. Ē | x | ^ | | 7 | _ | |
| Coronado Unified | x | | | | | | | | | |
| Culver City Unified | x | | | x | | x | | 1 | 3 | ж |
| Cuyama | x | | | | | | | | | |
| Del Mar | × | | ļ | | | | | | | |
| Desert Sands Unified | ж | | | | | | | 1 | 2 7 | |
| Downey Unified | x | | x | | | x | | 1 | | |
| East Whittier | ж | | × | | | x | | 1 | 10 | |
| El Camino J.C. | × | ļ | | x | | x | | 3 2 | 10 | x |
| El Monte High El Rancho Unified | x | | | | | x | | 1 | | х |
| El Segundo Unified | x x | | | | | × | | 2 | | ж |
| | | | | | | | | | | |
| Elsinore Elem. & High | <u> </u> | | | | х | x | | 2 3 | | Х |
| Enterprise Escondido | x | | x | | | x | | 2 | | |
| Fontana Unified | x | | | 1 | | ж | | | | |
| Fountain Valley | ж | | | | | ж | x | 5 | | |
| Fullerton | | | | | x | x | | 2 | | |
| Fullerton High | × | | x | | | ж | | 5 | | |
| Garden Grove Unified | x | | | x | | x | | | | |
| Garvey Glendale Unified | X | | | | | x x | | $\begin{vmatrix} 1 \\ 1 \end{vmatrix}$ | | x |
| Glendare Unitied | x | | | | | ^ | | • | | |
| Glendora Unified | x | | | x | | | | | | • |
| Grossmont High | x | | | | | x | | 2 4 | - | |
| Grossmont J.C. Hawthorne | X | | x | X | | х | | 2 | 4 | |
| Hermosa Beach | x x | | | | | x | | | 2 | |
| • | ! ! | ; • | • | • | 1 | | : | | 1 | |



6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 6.2 DISTRICT POLICIE | 1 | Year | Half Leave | Year | | ВО | N D | LIMIT | ATIONS | |
|---|--------------------|----------------------|------------------|--------|--------|------------------|---------------------|---------------------|-----------------------------|--|
| DISTRICT | Half Salary and | Full programmer Full | Half Salary 6 | Full c | OTHER | Required | Paid by District | Percent of Staff | Fixed Max. Number of Leaves | Limitation Reached in Last 3 Yea |
| Hope (Santa Barbara Co Hudson Hueneme Huntington Beach High Inglewood Unified |) x x x x | | x x | ж | | x x x | | 1 1 3 3 | 7 | x |
| La Canada Unified La Mesa-Spring Valley La Puente High Laguna Beach Unified Lawndale | x x x x | | x x | | ж | х | | 1 | 3 6 | |
| Lemon Grove Lompoc Unified Long Beach Unified Los Angeles Unified Los Angeles J.C. | x x x x | | x x x x | | | x x x | | 1 1 | 17 | x x |
| Los Nietos Lowell Lynwood Unified Manhattan ^B each Monrovia Unified | x x x x | | x x | x | ж | x x x | | 2 | 2 3 2 4 | ж |
| Montebello Unified Morongo Unified Mt. San Antonio J.C. National | x | | | | x x | X | | 3 | 1 | x |
| Needles Unified Newport-Mesa Unified North Orange Co. J.C. Norwalk-LaMirada Unif. Oceanside-Carlsbad HS Ojai Unified | x x x | | y x x | x | x x | x x x x | | 5 1 2 2 | 8 12 3 | A |
| Orange Unified Orange Coast J.C. Oxnard Oxnard High Palm Springs Unified | x x x | x | ж | ж | x | x x x | | 1 2 5 2 | 25 | |



6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| | Full Leav | Year | Half Leav | Year | | ВО | N D | LIMITATIONS | | in |
|--|------------------|--------|----------------|-------------|-------|-------------|---------------------|---------------------|------------------------|--------|
| DISTRICT | Half Salary | Full g | Half Salary | Full salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max Number of | 1 4 77 |
| Palmdale Palomar J.C. Palos Verdes Pen. Unif | x x x | | x x | x | | x x x | | 2 5 | 3 | x |
| Paramount Unified Pasadena Unified | x | | x x | | | x | | 2 | 14 | × |
| Pasadena J.C. Perris Perris High | x x x | | x | | | x x x | | 20 | 7 | |
| Placentia Unified Pomona Unified | x | | | | | x | | | 1 | x |
| Poway Unified Redlands Unified Redondo Beach Rialto Unified | x x x x | | x | | | x x | | 1 3 2 | 1 | |
| Rim-of-the-World Unif. Riverside Unified Riverside J.C. Rowland | x x x x | | x | | | x x x | | 1 | | |
| San Bernardino Unif. San Bernardino Val. J. | . x | | x | x | | x | | 1 5 | | |
| San Diego Unified San Dieguito High San Gabriel | x x x | | x x | | | x | | 1 5 2 | 28 | |
| Santa Ana Unified | | | | | x | x | | | | |
| Santa Barbara El.& HS Santa Barbara J.C. Santa Maria | x x | | x | x | x | x | | 1 5 1 | 2 | x |
| Santa Maria High Santa Monica Unified | x x | | x % | | | x | | 3 2 | 14 | x |
| Santa Paula High Santee Savanna | ж х | | x | | | x x x | | | | |
| South Bay High S. Bay (San Diego Co.) | x x | | | x | | ж | | 2 | 5 | x |



6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

| 6.2 DISTRICT TODICIE | | Year e at | Half Leave | Year e at | Ų | ВО | ARREST TRACT | r adonas 4 a | ATIONS | ions I in Years |
|--|------------------|----------------|----------------|----------------|--|-------------|--|-------------------------|----------------------------------|--|
| DISTRICT | Half Salary | Full Salary | Half Salary | Full Salary | OTHER | Required | Paid by District | Percent of Staff | Fixed Max Number of Leaves | Limitations Reached in Last 3 Year |
| South Pasadena Unif. Sulphur Springs Sweetwater High Sweetwater J.C. Temple City Unified | x x x | | ж | ж | ж | × | | | 2 | |
| Timber Torrance Unified Tustin Tustin High Valle Lindo | x x x x | | ж | | × | x x x | | | 1 | |
| Ventura Unified Ventura J.C. Victor Valley High Vista Unified West Covina Unified | x | | x | | x x x | x x x | | 3 5 2 3 2 | 20 4 1 1 | |
| Whittier Whittier High Wm. S. Hart High Willowbrook | x x x | | x x x | | x | x x | | 2 | | x |
| Wiseburn Yucaipa Unified | x | | х | | A STATE OF THE PROPERTY OF THE | x x | | 2 | 4 | |
| | | | | | | | | | | |
| , | | | | | - TIPE | | ************************************** | | | |
| | | | | | | | | | | |



6.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965–66 | 1966-67 |
|---|-----------------------|------------------------|-----------------------|
| Alhambra Unified Allan Hancock J.C. Anaheim High Apple Valley Azusa Unified | 6 | 6 | 7 |
| | 2 | 2 | 2 |
| | 1 | 2 | 3 |
| | - | 1 | - |
| | 3 | 4 | 2 |
| Baldwin Park Unified Barstow Unified Barstow J.C. Bassett Unified Bear Valley Unified | 1 2 - 1 1 | 1 5 1 2 1 | - 1 2 - |
| Bellflower Unified Beverly Hills Unified Bonita Unified Brawley Burbank Unified | 1 | 2 | 1 |
| | 6 | 6 | 6 |
| | - | - | 1 |
| | 1 | - | - |
| | 5 | 9 | 2 |
| Cajon Valley Capistrano Unified Centinela Valley High Cerritos J.C. Chaffey High | 2 | - | 4 |
| | - | 2 | - |
| | 6 | 6 | 6 |
| | 3 | 9 | 7 |
| | 4 | - | 1 |
| Chaffey J.C. Charter Oak Unified Chino Unified Chula Vista Citrus J.C. | 1 | 2 | 2 |
| | 1 | 1 | 1 |
| | - | - | 2 |
| | 5 | 2 | 3 |
| | 1 | 3 | 2 |
| Claremont Unified Coachella Valley High Compton High Compton J.C. Culver City Unified | 1 | 1 | 1 |
| | 1 | - | - |
| | 3 | 4 | 4 |
| | 1 | - | 1 |
| | 3 | 3 | 3 |
| Desert Sands Unified Downey Unified El Camino J.C. El Monte High El Rancho Unified | - 2 9 1 3 | 1 - 10 6 3 | 3 10 5 2 |
| El Segundo Unified Elsinore Unified Enterprise City Escondido Fontana Unified | 2 - 2 - - | 1 1 1 | 3 1 2 - 2 |



6.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965-66 | 1966-67 |
|---|-----------------------|------------------------|-----------------------|
| Fullerton Fullerton High Garden Grove Unified Garvey Glendale Unified | - 1 - 12 | 1 - 2 2 12 | 2 4 3 1 - |
| Glendora Unified Grossmont High Grossmont J.C. Hawthorne Holtville Unified | - 4 3 1 - | - 4 1 1 | 1 4 2 0 1 |
| Hope (Santa Barbara Co.) Hudson Hueneme Huntington Beach High Inglewood Unified | 1 - - 2 | 1 - 2 1 4 | 1 1 2 5 4 |
| La Mesa-Spring Valley La Puente High Lawndale Lemon Grove Lompoc Unified | 2 | 2 | 1 |
| | - | 1 | 3 |
| | 1 | - | - |
| | - | 1 | 1 |
| | - | - | 1 |
| Long Beach Unified Los Angeles Unified Los Angeles J.C. Los Nietos Manhattan Beach | 17 | 16 | 19 |
| | 535 | 579 | 659 |
| | 42 | 45 | 43 |
| | - | 1 | - |
| | 2 | 2 | 2 |
| Monrovia Unified Montebello Unified Morongo Unified Mt. San Antonio J.C. National | 1 | 1 | 2 |
| | 2 | 5 | 6 |
| | 1 | - | - |
| | 7 | 6 | 7 |
| | - | 1 | 1 |
| Needles Unified North Orange County J.C. Norwalk-LaMirada Unified Ojai Unified Orange Unified | - | - | 1 |
| | 3 | 4 | 2 |
| | 3 | 4 | 2 |
| | 1 | 1 | 1 |
| | - | - | 1 |
| Orange Coast J.C. Oxnard Oxnard High Palm Springs Unified Palmdale | - | 7 | 6 |
| | - | - | 1 |
| | 4 | 3 | 2 |
| | - | 3 | 2 |
| | 1 | 3 | 3 |

Project 102-67



6.3 NUMBER OF SABBATICAL LEAVES GRANTED

| District | 1964-65 | 1965-66 | 1966-67 |
|--|-----------------------------|-----------------------------|-----------------------------|
| Palomar J. C. Palos Verdes Paramount Unified Pasadena Unified Pasadena J. C. Perris High | 3 1 - 14 6 - | 2 1 1 14 5 - | 1 - - 14 6 1 |
| Placentia Unified Pomona Unified Redlands Unified Redondo Beach Rim-of-the-World Unified | 1 2 3 1 - | - 5 1 1 | 1 3 3 1 2 |
| Riverside Unified Riverside J.C. Rowland San Bernardino Valley J.C. San Diego Unified | 3 1 - 3 12 | 2 - - 4 18 | - 2 3 19 |
| San Dieguito High San Gabriel Santa Ana J.C. Santa Barbara Unified Santa Barbara J.C. | - - 4 2 1 | - - 3 2 2 | 2 2 5 - 3 |
| Santa Maria High Santa Monica Unified Santa Paula High South Bay High South Pasadena Unified | 7 1 1 | - 13 1 5 1 | 1 14 - 5 1 |
| Sweetwater J.C. Temple City Unified Torrance Unified Tustin Valle Lindo | - 1 7 1 2 | 3 2 5 1 1 | 2 - 5 1 - |
| Ventura J.C. Vista Unified West Covina Unified Whittier Whittier High | 1 - 3 1 4 | 3 1 2 - 2 | 4 1 1 - 5 |
| Wm. S. Hart High Wiseburn | 1 1 | 1 - | 1 - |





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